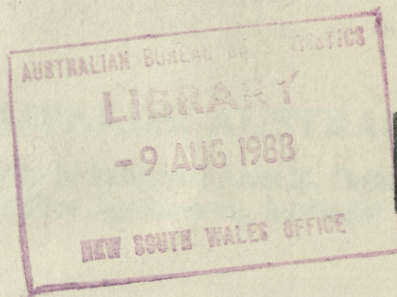


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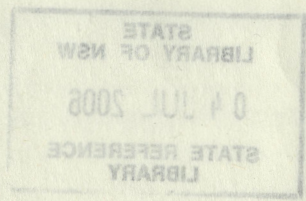
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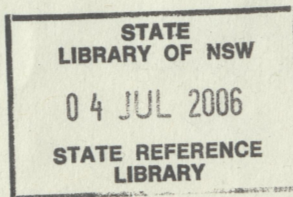
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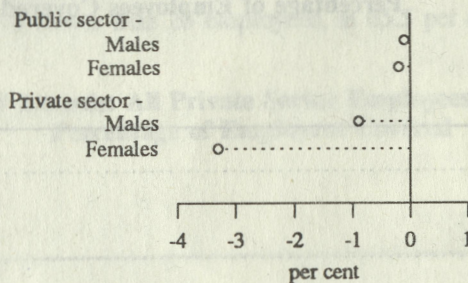
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SUMMARY OF FINDINGS

A survey of 8,900 employer units conducted in May, 1985 found that -

- 85.0 per cent of employees were covered by awards, determinations or collective agreements. Coverage was greater for females than for males, with 87.4 per cent of female employees covered, compared to 83.4 per cent of male employees.
- 32.6 per cent of employees were covered by Federal awards; 40.0 per cent of male employees, and 21.6 per cent of female employees.
- 49.8 per cent of employees were covered by State awards; 40.5 per cent of male employees, and 63.4 per cent of female employees.
- 97.9 per cent of employees in the public sector were covered by awards, determinations or collective agreements, compared to 78.7 per cent of employees in the private sector.
- these estimates are similar to those obtained from the May 1983 survey except for small reductions in the coverage for females and for the private sector (the percentage of females in the private sector covered by awards, determinations or collective agreements fell from 86.1 per cent in May 1983 to 82.8 per cent in May 1985 - see Diagram 1).

**Diagram 1: Change in Percentage of Employees Covered by Awards,
May 1983 to May 1985, by Sector**

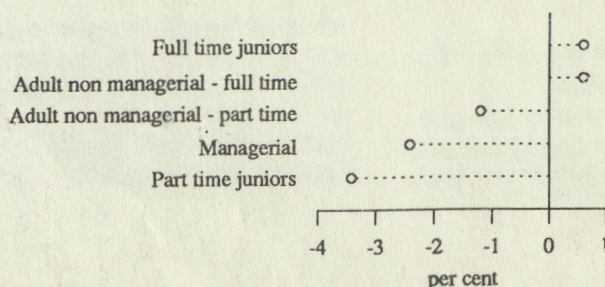


Employee Categories

In May 1985 -

- 90.8 per cent of non-managerial employees were covered by awards, determinations or collective agreements. This is identical to the percentage at May 1983.
- 92.1 per cent of full-time adult non-managerial employees were covered by awards, determinations or collective agreements. This is a slight increase on the May 1983 percentage of 91.5 per cent.
- the employee category with the greatest percentage of employees covered by awards, determinations or collective agreements was full-time juniors with 96.9 per cent. The category with the lowest percentage, was managerial employees, with 42.7 per cent.
- the employee category showing the greatest change since May 1983 in the percentage covered by awards, determinations or collective agreements, was part-time junior employees, which decreased from 93.4 per cent to 90.0. The percentage for managerial employees has also fallen, from 45.1 per cent to 42.7 (see Diagram 2).
- these decreases in coverage were greater for female employees. The percentage of part-time junior females covered by awards, determinations or collective agreements fell from 97.2 per cent in May 1983 to 91.6 per cent in May 1985. For female managers, the percentage has fallen from 56.9 per cent to 45.1 per cent.

**Diagram 2: Change in Percentage of Employees Covered by Awards,
May 1983 to May 1985, Employee Categories**

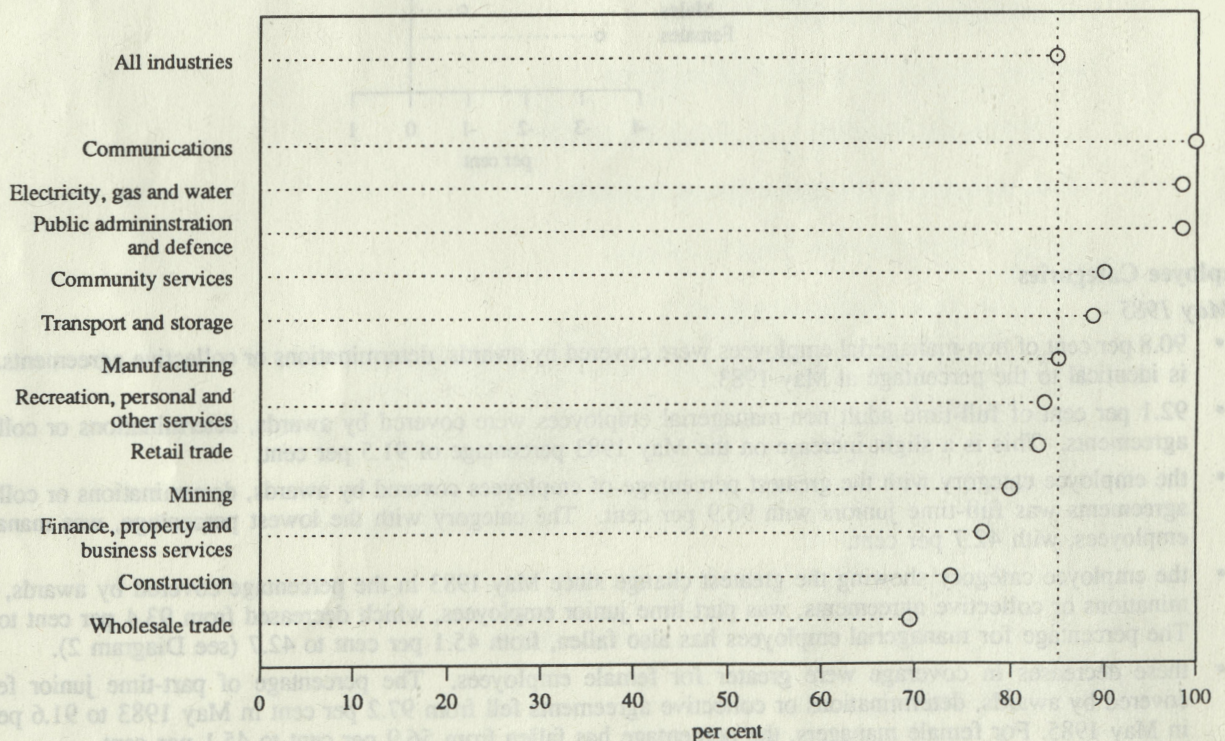


Industries

In May 1985 -

- the percentage of employees covered by awards, determinations or collective agreements ranged from 69.6 per cent for those in Wholesale trade, to 99.9 per cent for those in the Communication industry (see Diagram 3). Other industries with over 90.0 per cent of employees covered were Electricity, gas and water (98.5 per cent), Public administration and defence (98.5 per cent), and Transport equipment manufacturing (94.3 per cent).
- 99.8 per cent of employees in the Communication industry were covered by Federal awards. Other industries with high percentages of employees covered by Federal awards were the Transport equipment manufacturing industry, with 79.3 per cent and the Textiles, clothing and footwear manufacturing industry with 60.8 per cent.
- 79.0 per cent of employees in the Community services industry were covered by State awards. One other industry had more than 60.0 per cent of employees covered by State awards, Retail trade, with 63.8 per cent.
- the industries with the largest percentage of employees covered by unregistered agreements were Paper, paper products, etc., manufacturing with 8.6 per cent and Finance, property and business services with 8.5 per cent. These were the only industries with more than 5.0 per cent of employees covered by unregistered agreements.
- the percentage of full-time adult non-managerial employees covered by awards, determinations or collective agreements ranged from 82.9 per cent for Wholesale trade, to 100.0 per cent for the Communications industry.
- the percentage of part-time non-managerial employees covered by awards, determinations or collective agreements ranged from 48.4 per cent in the Construction industry to 99.3 per cent in the Communications industry.

**Diagram 3: Incidence of Awards: All Employees by Industry
Percentage of Employees Covered**



Occupations

In May 1985, occupations with the highest percentage of employees covered by awards, determinations or collective agreements were -

- Nurses and Teachers with 99.1 per cent and 94.2 per cent coverage respectively.
- among Tradespersons, production-process employees and labourers:
 - Textiles, clothing footwear and leather goods makers and related employees (96.0 per cent covered),
 - Electricians and related electrical and electronics employees (95.7 per cent covered),
 - Metal making and related employees (95.5 per cent covered), and
 - Packers, wrappers, labellers, storemen and freight handlers (94.2 per cent covered).

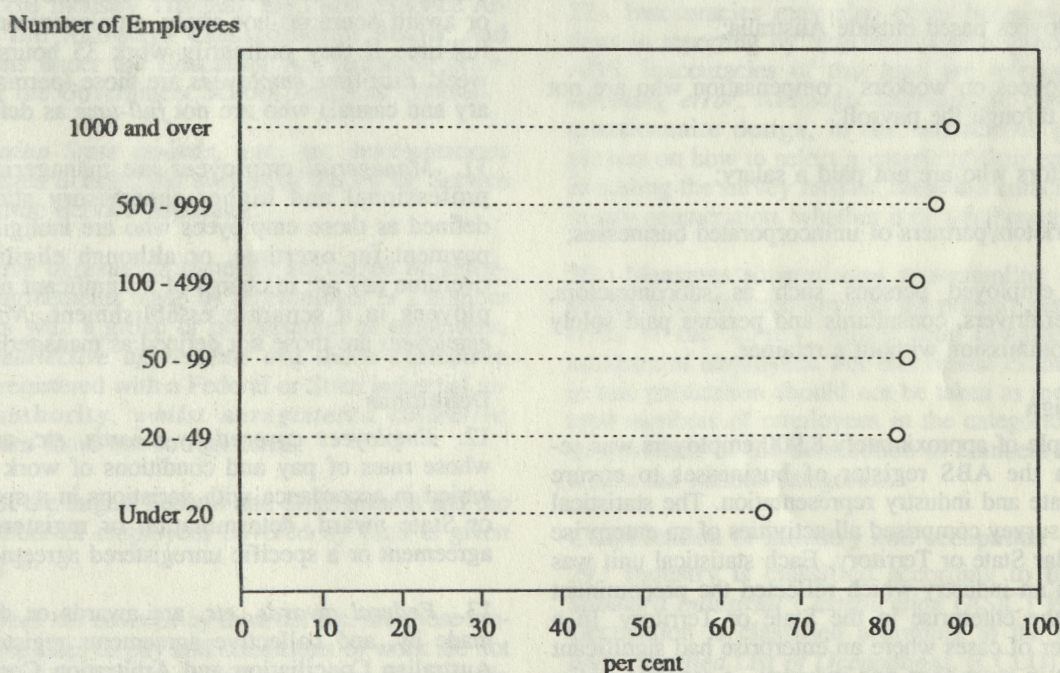
Administrative, executive and managerial employees, with 34.7 per cent covered, had by far the lowest percentage of employees covered by awards, determinations, or collective agreements.

Employer Size

In May 1985 the percentage of private sector employees covered by awards, determinations or collective agreements -

- was greatest for employer units with 1,000 or more employees, at 89.0 per cent;
- was least for employer units with fewer than 20 employees, at 65.5 per cent (see Diagram 4).

**Diagram 4: Incidence of Awards: All Private Sector Employees by Size of Employer Unit
Percentage of Employees Covered**



EXPLANATORY NOTES

1. This publication contains details of the award coverage of employees. These details were obtained as part of a sample survey which was conducted in May 1985. The survey was designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees.

2. The information contained in this publication is based on responses to a question in the survey which asked if employees were covered by an award, determination, or collective agreement, and is cross-classified by other data items obtained in the survey.

Scope of the survey

3. All wage and salary earners who received pay for the survey reference period were represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc;
- (e) employees based outside Australia;
- (f) employees on workers' compensation who are not paid through the payroll;
- (g) directors who are not paid a salary;
- (h) proprietors/partners of unincorporated businesses;
- (i) self employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

4. A sample of approximately 8,900 employers was selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprised all activities of an enterprise in a particular State or Territory. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise had significant employment in more than one industry, a separate statistical unit was created for each industry. The statistical units were stratified by State, public/private, industry and size of employment and an equal probability sample selected from each stratum.

5. Employer unit with fewer than 10 employees were required to complete details for every employee, while those with 10 or more employees were required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately

68,000 employees was obtained in the survey.

6. Reference period for the survey refers to the last pay period ending or before 17 May 1985.

7. *Employer Units* are the enterprises or statistical units which make up the population from which the sample was drawn (see paragraph 4 above).

8. *Employees* refers to all wage and salary earners (as defined in paragraph 3) who received pay for the reference period. They include managerial and non-managerial employees, part-time employees and casual employees, employees who began or ceased work during the reference period, employees on short-time and employees on paid leave or holidays during the reference period. Excluded are employees who received no pay for the reference period.

9. *Adults* are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Juniors* are those employees who are not *adults* as defined.

10. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week. *Part-time employees* are those (permanent, temporary and casual) who are not *full-time* as defined.

11. *Managerial employees* are managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or although eligible to receive overtime pay are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those not defined as managerial employees.

Definitions

12. *Employees covered by awards, etc.* are employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered agreement.

13. *Federal awards, etc.* are awards or determinations made by, and collective agreements registered with the Australian Conciliation and Arbitration Commission, the Public Service Arbitrator, the Coal Industry Tribunal the Flight Crew Officers Industrial Tribunal or the Academic Salaries Tribunal.

14. *State awards, etc.* are awards or determinations made by, and collective agreements registered with State industrial arbitration authorities as set out in paragraphs 15 to 19. The estimates shown for employees affected by State awards, etc. include a small proportion of employees affected by awards, etc. of State tribunals in other States.

Similarly in each Territory there is a small proportion of employees affected by awards, etc. of State tribunals in adjacent States.

15. *New South Wales State awards, etc.* are awards made by, and collective agreements registered with the Industrial Commission of New South Wales subsidiary tribunals; and determinations made by and industrial agreements registered with the Public Service Board of New South Wales.

16. *Victorian State awards, etc.* are determinations made by Wages Boards, the Industrial Appeals Court, the Police Service Board; and regulations made by the Public Service Board or the Teachers Tribunal.

17. *Queensland State awards, etc.* are awards made by and collective agreements registered with, the Industrial Conciliation and Arbitration Commission of Queensland.

18. *South Australian State awards, etc.* are awards made by the Industrial Commission, Conciliation Committees or the Teachers Salaries Board collective agreements registered with the Industrial Commission and determinations made by the Public Service Arbitrator.

19. *Western Australia State awards, etc.* are awards made by, and collective agreement registered with, the Western Australian Industrial Commission, the Western Australian Coal Industry Tribunal, the Public Service Arbitrator or the Railways Classification Board; and determinations under the Education Act including determinations of the Government School Teachers Tribunal.

20. *Tasmanian State awards, etc.* are determinations made by Wages Boards, and awards of the Public Service Board or Public Service Arbitrator.

21. *Collective agreements* (whether registered or unregistered) are agreements made by an employer or a number of employers with a group or organisation of employees. *Registered collective agreements* are those collective agreements registered with a Federal or State industrial arbitration authority, whilst *unregistered collective agreements* are those not so registered.

22. A list of the largest Federal and State awards and the reported number of employees covered by each is given in Appendix B.

23. *Employees not covered by awards, etc.* are those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

24. *Public sector employees* comprise administrative employees and all other employees of Commonwealth, State and local government businesses and financial undertaking engaged in services such as railways, road transport, banks, postal and telecommunications, air-transport, education, radio, television, police, public works, factories,

marketing authorities, hospitals and welfare institutions. All remaining employees are classified as private.

Comparability of results

25. Previous surveys giving details of the incidence of industrial awards, determinations, and collective agreements were conducted in April 1954, May 1963, May 1968, May 1974 and May 1983. As a result of the substantially improved coverage of employees provided by the ABS register of businesses and modification to some definitions, results from the 1983 and 1985 surveys are not strictly comparable with earlier surveys.

26. Since the statistics contained in this publication are based on information obtained from a sample of employers, they are subject to sampling variability; i.e. they may differ by chance from statistics that would have been produced from a complete enumeration of employers. Sampling errors are also affected by the second stage of sampling, the sampling of employees for employers units with 10 or more employees. Moreover, this sampling methodology makes it impossible to ensure that the representation of all sub-groups of interest in the sample accurately reflect their representation in the population. The extent of detail published has been determined after considering estimated measures of sampling variability. For information on the reliability of estimates see Appendix A, Technical Note.

27. Inaccuracies may also occur because of imperfections in reporting by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling error*. Although considerable care is taken in questionnaire design, in the instructions given to employers on how to select a sample of their employees, and in editing the survey returns, these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

28. Measures to minimise non-sampling errors in the survey were directed towards the primary statistical objectives of the survey, rather than towards estimating numbers of employees. For this reason estimates included in this publication should not be taken as measures of the total numbers of employees in the categories shown, but as indicators of the distribution of numbers of employees within the various categories.

Classification of industry and occupation

29. Industry is classified according to the *Australian Standard Industrial Classification* (ASIC) 1983 (1201.0). Occupation is classified according to the *Classification and Classified List of Occupations*, (CCLO) (1206.0).

Related publications

30. Users may also wish to refer to the following publications which are available on request:

Distribution and Composition of Employee Earnings and Hours, Preliminary (6305.0) — issued annually

Distribution and composition of Employee Earnings and Hours (6306.0) — issued annually

Award Rates of Pay Indexes, Australia (6312.0) — issued

monthly

Labour Statistics, Australia (6101.0) — issued annually
A Guide to Labour Statistics (6102.0)

31. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The *Catalogue and Publications Advice* are available from any ABS office.

32. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms; microfiche, photocopy, data tape, computer printout, floppy disk, or clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section of the inquiries box at the front of this publication, or to Information Services in the nearest ABS office.

Symbols and other usages

- * subject to sampling variability too high for most practical uses (see paragraph 5)
- n.e.c. not elsewhere classified
- nil or rounded to zero

33. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

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VIATEL Key *656# for selected current economic, social and demographic statistics.

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Further information is available on (062) 52 5404.

Floppy disk service

Selected ABS statistics are available on floppy disk. Further information is available on (062) 52 6684.

TABLE 1. INCIDENCE OF AWARDS : ALL EMPLOYEES, STATES AND TERRITORIES, MAY 1985

State or Territory	Number of employees ('000)	Covered by awards determinations and collective agreements			Not covered by award etc.
		Federal	State —per cent—	Total	
MALES					
New South Wales	1,026.1	36.0	45.4	84.0	16.0
Victoria	802.5	51.1	27.3	82.6	17.4
Queensland	449.5	27.8	53.7	82.3	17.7
South Australia	259.5	43.6	40.2	85.3	14.7
Western Australia	262.9	23.0	53.7	80.7	19.3
Tasmania	79.2	45.1	39.2	88.3	11.7
Northern Territory	28.4	76.3	*	78.3	21.7
Australian Capital Territory	66.2	84.0	*	89.0	*
Australia	2,974.3	40.0	40.5	83.4	16.6
Private	1,936.9	37.7	35.0	75.6	24.4
Public	1,037.4	44.3	50.8	97.8	2.2
FEMALES					
New South Wales	684.2	19.9	64.4	87.2	12.8
Victoria	553.1	26.0	59.0	87.5	12.5
Queensland	298.6	12.6	73.4	87.4	12.6
South Australia	185.9	14.8	75.6	91.1	8.9
Western Australia	182.4	13.7	65.1	83.5	16.5
Tasmania	59.4	18.1	67.2	87.0	13.0
Northern Territory	17.2	82.3	*	86.2	*
Australian Capital Territory	47.7	90.6	*	93.8	*
Australia	2,028.6	21.6	63.4	87.4	12.6
Private	1,412.6	18.5	62.6	82.8	17.2
Public	616.0	28.7	65.2	98.0	2.0
PERSONS					
New South Wales	1,710.3	29.6	53.0	85.3	14.7
Victoria	1,355.6	40.8	40.3	84.6	15.4
Queensland	748.1	21.7	61.6	84.3	15.7
South Australia	445.5	31.6	55.0	87.8	12.2
Western Australia	445.3	19.2	58.4	81.9	18.1
Tasmania	138.6	33.5	51.2	87.8	12.2
Northern Territory	45.6	78.6	*	81.3	18.7
Australian Capital Territory	113.9	86.8	*	91.0	*
Australia	5,002.9	32.6	49.8	85.0	15.0
Private	3,349.5	29.6	46.6	78.7	21.3
Public	1,653.4	38.5	56.2	97.9	2.1

(a) Includes a small number of employees covered by unregistered collective agreements.

TABLE 2. INCIDENCE OF AWARDS : EMPLOYEE CATEGORIES, AUSTRALIA, MAY 1985

Employee category	Number of employees (⁰⁰⁰)	Covered by awards, determinations and collective agreements		Total(a)	Not covered by awards etc.
		Federal	State		
		—per cent—			
MALES					
Adults	2,750.3	40.1	39.4	82.4	17.6
Managerial, executive, etc.	482.0	17.9	18.0	42.0	58.0
Non-managerial	2,268.3	44.9	44.0	91.0	9.0
Full-time	2,094.1	46.5	43.2	91.9	8.1
Part-time	174.2	25.4	52.8	81.0	19.0
Juniors	224.1	38.9	53.6	94.6	5.4
Full-time	183.8	44.4	49.7	96.3	*
Part-time	40.3	*	71.4	86.5	*
Total	2,974.3	40.0	40.5	83.4	16.6
Managerial, executive, etc.	482.0	17.9	18.0	42.0	58.0
Non-managerial	2,492.4	44.3	44.8	91.4	8.6
Full-time	2,277.8	46.3	43.7	92.2	7.8
Part-time	214.5	23.3	56.3	82.0	18.0
FEMALES					
Adults	1,766.2	22.3	61.5	86.2	13.8
Managerial, executive, etc.	121.9	6.2	36.4	45.1	54.9
Non-managerial	1,644.3	23.5	63.4	89.3	10.7
Full-time	1,049.8	28.4	61.7	92.5	7.5
Part-time	594.5	14.8	66.4	83.6	16.4
Juniors	262.4	16.8	76.1	95.6	4.4
Full-time	176.1	22.4	71.3	97.6	*
Part-time	86.3	*	85.9	91.6	*
Total	2,028.6	21.6	63.4	87.4	12.6
Managerial, executive, etc.	121.9	6.2	36.4	45.1	54.9
Non-managerial	1,906.7	22.6	65.1	90.2	9.8
Full-time	1,225.9	27.6	63.1	93.2	6.8
Part-time	680.8	13.6	68.8	84.6	15.4
PERSONS					
Adults	4,516.4	33.2	48.1	83.9	16.1
Managerial, executive, etc.	603.9	15.5	21.7	42.7	57.3
Non-managerial	3,912.6	35.9	52.1	90.3	9.7
Full-time	3,143.9	40.5	49.4	92.1	7.9
Part-time	768.7	17.2	63.3	83.0	17.0
Juniors	486.5	27.0	65.7	95.1	4.9
Full-time	359.9	33.6	60.2	96.9	3.1
Part-time	126.6	8.1	81.3	90.0	10.0
Total	5,002.9	32.6	49.8	85.0	15.0
Managerial, executive, etc.	603.9	15.5	21.7	42.7	57.3
Non-managerial	4,399.0	34.9	53.6	90.8	9.2
Full-time	3,503.7	39.8	50.5	92.6	7.4
Part-time	895.3	15.9	65.8	84.0	16.0

(a) Includes a small number of employees covered by unregistered collective agreements.

TABLE 3. INCIDENCE OF AWARDS : ALL EMPLOYEES BY INDUSTRY, AUSTRALIA, MAY 1985

Industry	Number of employees (^{'000})	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
		—per cent—			
MALES					
Mining	79.4	53.1	26.2	81.9	18.1
Manufacturing	744.7	48.9	32.5	84.0	16.0
Food, beverages and tobacco	125.0	25.5	56.3	85.7	14.3
Textiles, clothing and footwear	32.1	56.7	23.0	80.7	*
Paper, paper products, etc.	74.8	45.4	28.8	84.9	15.1
Chemical, petroleum and coal products	39.4	36.2	32.5	70.7	29.3
Metal products, machinery and equipment	343.2	62.3	22.1	85.6	14.4
Basic metal products	67.5	38.8	46.3	85.7	14.3
Fabricated metal products etc.	173.3	61.0	17.8	80.6	19.4
Transport equipment	102.5	80.0	13.6	94.0	6.0
Other manufacturing	130.1	39.7	41.1	82.6	17.4
Electricity, gas and water	124.0	38.6	59.9	98.5	*
Construction	190.4	35.4	38.9	77.0	23.0
Wholesale trade	225.7	28.1	33.4	66.2	33.8
Retail trade	296.2	30.4	45.8	77.9	22.1
Transport and storage	232.3	55.3	31.5	90.6	9.4
Communication	103.0	99.8	*	99.9	*
Finance property and business services	257.9	32.1	28.7	69.1	30.9
Public administration and defence	200.0	53.4	44.3	98.6	*
Community services	393.3	14.0	72.9	88.4	11.6
Recreation, personal and other services	127.5	31.6	46.6	81.1	18.9
All industries	2,974.3	40.0	40.5	83.4	16.6
FEMALES					
Mining	8.7	29.7	27.4	60.9	39.1
Manufacturing	247.2	39.7	46.7	87.9	12.1
Food, beverages and tobacco	49.3	20.4	69.1	91.4	8.6
Textiles, clothing and footwear	53.3	63.2	30.7	94.2	*
Paper, paper products, etc.	28.3	33.5	44.0	80.6	19.4
Chemical, petroleum and coal products	16.4	21.3	59.3	81.1	*
Metal products, machinery and equipment	67.0	49.3	37.3	88.3	11.7
Basic metal products	5.3	29.1	48.6	77.7	*
Fabricated metal products etc.	44.9	42.1	42.2	86.6	13.4
Transport equipment	16.8	75.2	20.4	96.0	*
Other manufacturing	32.9	25.2	54.6	80.9	19.1
Electricity, gas and water	13.7	44.0	54.3	98.3	*
Construction	34.0	10.8	42.0	56.0	44.0
Wholesale trade	100.7	11.8	62.2	77.2	22.8
Retail trade	320.6	6.3	80.5	87.5	12.5
Transport and storage	44.9	47.2	29.7	79.3	*
Communication	30.6	99.6	*	99.9	*
Finance, property and business services	285.3	29.1	46.4	84.2	15.8
Public administration and defence	102.7	64.7	32.3	98.2	*
Community services	660.1	6.9	82.6	90.9	9.1
Recreation, personal and other services	180.2	27.3	56.5	85.2	*
All industries	2,028.6	21.6	63.4	87.4	12.6

TABLE 3. INCIDENCE OF AWARDS : ALL EMPLOYEES BY INDUSTRY, AUSTRALIA, MAY 1985

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
		—per cent—			
PERSONS					
Mining	88.1	50.8	26.3	79.9	20.1
Manufacturing	991.8	46.6	36.0	85.0	15.0
Food, beverages and tobacco	174.3	24.1	59.9	87.3	12.7
Textiles, clothing and footwear	85.3	60.8	27.8	89.2	10.8
Paper, paper products, etc.	103.1	42.1	33.0	83.7	16.3
Chemical, petroleum and coal products	55.8	31.9	40.3	73.8	26.2
Metal products, machinery and equipment	410.3	60.2	24.6	86.0	14.0
Basic metal products	72.8	38.1	46.4	85.1	14.9
Fabricated metal products etc.	218.2	57.1	22.8	81.8	18.2
Transport equipment	119.3	79.3	14.5	94.3	5.7
Other manufacturing	163.0	36.8	43.8	82.2	17.8
Electricity, gas and water	137.6	39.2	59.4	98.5	*
Construction	224.3	31.6	39.4	73.8	26.2
Wholesale trade	326.4	23.1	42.3	69.6	30.4
Retail trade	616.9	17.9	63.8	82.9	17.1
Transport and storage	277.1	54.0	31.2	88.8	11.2
Communication	133.6	99.8	*	99.9	*
Finance, property and business services	543.2	30.5	38.0	77.0	23.0
Public administration and defence	302.7	57.3	40.2	98.5	*
Community services	1,053.4	9.6	79.0	90.0	10.0
Recreation, personal and other services	307.7	29.1	52.4	83.5	16.5
All industries	5,002.9	32.6	49.8	85.0	15.0

(a) Includes a small number of employees covered by unregistered collective agreements.

TABLE 4. INCIDENCE OF AWARDS : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY INDUSTRY, AUSTRALIA, MAY 1985

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
		—per cent—			
MALES					
Mining	69.1	56.6	28.4	87.3	12.7
Manufacturing	590.1	55.2	35.2	92.3	7.7
Food, beverages and tobacco	100.4	28.9	61.1	93.8	6.2
Textiles, clothing and footwear	24.1	66.5	25.5	92.6	*
Paper, paper products, etc.	53.7	55.5	32.3	93.6	6.4
Chemical, petroleum and coal products	31.2	44.0	37.1	83.1	16.9
Metal products, machinery and equipment	279.5	68.8	23.9	93.4	6.6
Basic metal products	58.8	42.0	49.8	92.2	7.8
Fabricated metal products etc.	132.3	70.6	19.5	91.3	8.2
Transport equipment	88.4	84.0	13.2	97.4	*
Other manufacturing	101.2	44.6	43.9	89.7	10.3
Electricity, gas and water	110.8	38.3	61.4	99.7	*
Construction	133.4	43.0	43.4	87.9	12.1
Wholesale trade	146.1	36.1	41.5	81.7	18.3
Retail trade	133.3	42.6	45.9	89.3	10.7
Transport and storage	193.5	58.1	33.3	95.4	4.6
Communication	94.3	100.0	—	100.0	—
Finance, property and business services	127.4	39.4	30.2	78.8	21.2
Public administration and defence	162.4	54.2	44.3	99.3	*
Community services	280.3	12.0	81.4	94.2	5.8
Recreation, personal and other services	53.5	38.4	50.0	90.6	9.4
All industries	2,094.1	46.5	43.2	91.9	8.1
FEMALES					
Mining	6.7	*	*	65.9	*
Manufacturing	179.9	45.0	45.5	91.9	8.1
Food, beverages and tobacco	32.8	26.0	66.8	95.6	*
Textiles, clothing and footwear	42.2	65.4	30.9	96.6	*
Paper, paper products, etc.	16.7	*	50.3	79.7	*
Chemical, petroleum and coal products	12.6	26.3	61.0	87.5	*
Metal products, machinery and equipment	51.4	57.4	33.7	92.4	7.6
Basic metal products	4.7	*	51.3	77.8	*
Fabricated metal products etc.	32.6	52.4	37.9	92.3	*
Transport equipment	14.1	79.1	*	97.7	*
Other manufacturing	24.2	30.5	56.2	88.1	*
Electricity, gas and water	11.1	43.6	55.8	99.4	*
Construction	13.7	*	57.8	83.6	*
Wholesale trade	58.0	15.9	67.1	85.9	14.1
Retail trade	90.3	9.5	78.0	88.7	11.3
Transport and storage	30.7	60.5	24.6	87.9	*
Communication	26.2	99.7	*	100.0	—
Finance, property and business services	143.1	34.6	44.6	88.0	12.0
Public administration and defence	72.8	66.6	31.9	99.4	*
Community services	370.5	8.2	86.5	95.6	4.4
Recreation, personal and other services	46.6	35.2	53.8	92.1	*
All industries	1,049.8	28.4	61.7	92.5	7.5

TABLE 4. INCIDENCE OF AWARDS : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY INDUSTRY, AUSTRALIA, MAY 1985 — *continued*

Industry	Number of employees (' 000)	Covered by awards, determinations and collective agreements			Not covered by awards etc. (per cent)
		Federal	State —per cent—	Total(a)	
PERSONS					
Mining	75.7	54.7	28.3	85.4	14.6
Manufacturing	770.0	52.8	37.6	92.2	7.8
Food, beverages and tobacco	133.2	28.2	62.5	94.3	5.7
Textiles, clothing and footwear	66.3	65.8	28.9	95.2	*
Paper, paper products, etc.	70.4	48.9	36.6	90.3	9.7
Chemical, petroleum and coal products	43.8	38.9	44.0	84.4	15.6
Metal products, machinery and equipment	330.9	67.0	25.4	93.3	6.7
Basic metal products	63.5	40.9	50.0	91.1	8.9
Fabricated metal products etc.	164.9	67.0	23.2	91.5	8.5
Transport equipment	102.6	83.3	13.9	97.5	*
Other manufacturing	125.4	41.9	46.3	89.4	10.6
Electricity, gas and water	121.9	38.8	60.9	99.7	0.3
Construction	147.1	40.9	44.7	87.5	12.5
Wholesale trade	204.1	30.3	48.8	82.9	17.1
Retail trade	223.6	29.2	58.9	89.1	10.9
Transport and storage	224.2	58.4	32.1	94.4	5.6
Communication	120.5	99.9	*	100.0	—
Finance, property and business services	270.5	36.8	37.8	83.7	16.3
Public administration and defence	235.2	58.0	40.5	99.3	*
Community services	650.8	9.9	84.3	95.0	5.0
Recreation, personal and other services	100.1	—	51.8	91.3	8.7
All industries	3,143.9	40.5	49.4	92.1	7.9

(a) Includes a small number of employees covered by unregistered collective agreements.

TABLE 5. INCIDENCE OF AWARDS : ALL EMPLOYEES BY OCCUPATION GROUP, AUSTRALIA, MAY 1985

Occupation group(a)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
	Federal	State	Total(b)	
	—per cent—			
MALES				
Professional, technical and related employees	27.7	48.9	78.9	21.1
Nurses	*	97.5	100.0	—
Teachers	13.0	77.7	93.1	6.9
Draftspersons and technicians	46.5	35.9	84.3	15.7
Other professionals	31.3	30.6	64.6	35.4
Administrative, executive and managerial employees	15.7	13.0	34.8	65.2
Clerical employees	48.6	33.4	87.0	13.0
Sales employees	17.7	57.1	78.2	21.8
Farmers, fisherpersons and related employees	25.1	61.0	87.5	12.5
Miners, quarry and related employees	57.1	26.9	86.6	13.4
Employees in transport and communications	49.9	38.3	91.7	8.3
Tradespersons, production-process employees and labourers n.e.c.	52.9	37.7	92.5	7.5
Textiles, clothing, footwear and leather goods makers and related employees	60.4	31.1	93.5	*
Machine tool makers, metal machinists, mechanics, plumbers and related metal employees	63.8	27.2	92.3	7.7
Electricians and related electrical and electronics employees	67.1	27.6	95.7	*
Metal making and related employees	68.3	26.8	95.5	4.5
Carpenters, cabinetmakers and related workers, building etc. tradespersons and construction employees	41.5	44.2	87.3	12.7
Packers, wrappers, labellers, storemen and freight handlers	41.1	50.9	94.3	*
Labourers, apprentices, factory workers n.e.c.	42.5	47.5	92.8	7.2
Service, sport and recreation employees	20.1	71.2	92.3	*
Other	97.2	—	97.2	—
All occupations	40.0	40.5	83.4	16.6
FEMALES				
Professional, technical and related employees	8.8	81.2	92.1	7.9
Nurses	4.6	93.9	99.0	1.0
Teachers	6.1	86.3	95.0	5.0
Draftspersons and technicians	*	61.0	86.8	13.2
Other professionals	20.1	47.6	71.7	28.3
Administrative, executive and managerial employees	*	*	*	66.0
Clerical employees	27.9	53.4	85.4	14.6
Sales employees	4.2	83.4	88.6	11.4
Farmers, fisherpersons and related employees	10.8	76.2	91.6	8.4
Miners, quarry and related employees	*	*	*	—
Employees in transport and communications	*	*	88.2	*
Tradespersons, production-process employees and labourers n.e.c.	53.8	40.0	94.8	5.2
Textiles, clothing, footwear and leather goods makers and related employees	64.4	32.6	97.2	*
Machine tool makers, metal machinists, mechanics, plumbers and related metal employees	*	*	*	*
Electricians and related electrical and electronics employees	93.6	*	96.7	*
Metal making and related employees	90.4	*	95.7	*
Carpenters, cabinetmakers and related workers, building etc. tradespersons and construction employees	*	*	85.2	*
Packers, wrappers, labellers, storemen and freight handlers	25.8	67.2	94.1	*
Labourers, apprentices, factory workers n.e.c.	48.1	*	92.7	*
Service, sport and recreation employees	17.8	71.5	90.0	*
Other	—	—	79.9	—
All occupations	21.6	63.4	87.4	12.6

TABLE 5. INCIDENCE OF AWARDS : ALL EMPLOYEES BY OCCUPATION GROUP, AUSTRALIA, MAY 1985 — continued

Occupation group(a)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
	Federal	State —per cent—	Total(b)	
	PERSONS			
Professional, technical and related employees	18.1	65.3	85.6	14.4
Nurses	4.4	94.2	99.1	0.9
Teachers	9.0	82.7	94.2	5.8
Draftspersons and technicians	41.8	41.1	84.8	15.2
Other professionals	28.2	35.3	66.6	33.4
Administrative, executive and managerial employees	14.2	14.7	34.7	65.3
Clerical employees	34.4	47.1	85.9	14.1
Sales employees	10.5	71.0	83.7	16.3
Farmers, fisherpersons and related employees	23.9	62.2	87.9	12.1
Miners, quarry and related employees	57.1	27.0	86.7	13.3
Employees in transport and communication	48.9	38.9	91.3	8.7
Tradespersons, production-process employees and labourers n.e.c.	53.1	38.0	92.8	7.2
Textiles, clothing, footwear and leather goods makers and related employees	63.1	32.1	96.0	*
Machine toolmakers, metal machinists, mechanics, plumbers and related metal employees	63.7	27.2	92.4	7.6
Electricians and related electrical and electronics employees	68.4	26.4	95.7	*
Metal making and related employees	72.7	22.5	95.5	4.5
Carpenters, cabinetmakers and related workers, building etc. tradespersons and construction employees	41.0	44.7	87.2	12.8
Packers, wrappers, labellers, storemen and freight handlers	37.7	54.6	94.2	5.8
Labourers, apprentices, factory workers n.e.c.	43.1	46.9	92.8	7.2
Service, sport and recreation employees	18.7	71.4	90.9	9.1
Other	91.0	3.0	94.0	6.0
All occupations	32.6	49.8	85.0	15.0

(a) See paragraph 29 of Explanatory Notes. (b) Includes a small number of employees covered by unregistered collective agreements.

TABLE 6. INCIDENCE OF AWARDS : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY OCCUPATION GROUP, AUSTRALIA, MAY 1985

Occupation group(a)	Covered by awards, determinations and collective agreements			Not covered by awards etc. (per cent)
	Federal	State	Total(b)	
	—per cent—			
MALES				
Professional, technical and related employees	29.6	54.8	86.0	14.0
Nurses	*	96.8	100.0	—
Teachers	7.0	88.5	96.2	3.8
Draftspersons and technicians	49.0	36.3	87.2	12.8
Other professionals	38.5	33.1	74.1	25.9
Administrative, executive and managerial employees	*	*	*	*
Clerical employees	52.0	34.1	90.5	*
Sales employees	19.2	54.7	76.8	23.2
Farmers, fisherpersons and related employees	—	63.6	94.6	*
Miners, quarry and related employees	58.3	27.6	88.2	11.8
Employees in transport and communications	51.3	39.5	94.1	*
Tradespersons, production-process employees and labourers n.e.c.	55.2	37.5	94.4	5.6
Textiles, clothing, footwear and leather goods makers and related employees	63.2	29.6	94.8	*
Machine toolmakers, metal machinists, mechanics, plumbers and related metal employees	66.0	26.7	94.0	6.0
Electricians and related electrical and electronics employees	70.6	25.8	97.3	*
Metal making and related employees	68.8	27.3	96.6	3.4
Carpenters, cabinetmakers and related workers, building etc. tradespersons and construction employees	44.5	44.0	90.3	9.7
Packers, wrappers, labellers, storemen and freight handlers	43.5	49.4	95.0	*
Labourers, apprentices, factory employees n.e.c.	43.3	48.5	94.8	*
Service, sport and recreation employees	*	74.3	96.2	*
Other	100.0	—	100.0	—
All occupations	46.5	43.2	91.9	8.1
FEMALES				
Professional, technical and related employees	9.8	83.8	95.1	4.9
Nurses	6.2	92.7	99.3	*
Teachers	4.9	92.2	97.8	2.2
Draftspersons and technicians	*	57.7	86.9	*
Other professionals	24.4	52.3	82.3	17.7
Administrative, executive and managerial employees	—	*	*	*
Clerical employees	33.7	52.5	89.9	10.1
Sales employees	7.7	77.9	87.5	12.5
Farmers, fisherpersons and related employees	8.2	79.6	92.6	7.4
Miners, quarry and related employees	*	*	*	—
Employees in transport and communications	*	*	*	*
Tradespersons, production-process employees and labourers n.e.c.	60.0	36.2	97.4	2.6
Textiles, clothing, footwear and leather goods makers and related employees	66.4	31.7	98.3	*
Machine tool makers, metal machinists, mechanics, plumbers and related metal employees	*	*	*	*
Electricians and related electrical and electronics employees	95.7	*	98.8	*
Metal making and related employees	90.7	*	95.4	*
Carpenters, cabinetmakers and related employees, building etc. tradespersons and construction employees	*	*	92.0	*
Packers, wrappers, labellers, storemen and freight handlers	*	62.7	98.0	*
Labourers, apprentices, factory employees n.e.c.	*	*	99.0	*
Service, sport and recreation employees	*	77.5	94.4	*
Other	—	—	—	—
All occupations	28.4	61.7	92.5	7.5

TABLE 6. INCIDENCE OF AWARDS : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY OCCUPATION GROUP, AUSTRALIA, MAY 1985 — *continued*

Occupation group(a)	Covered by awards, determinations and collective agreements			Not covered by awards etc. (per cent)
	Federal	State —per cent—	Total(b)	
	PERSONS			
Professional, technical and related employees	20.1	68.7	90.3	9.7
Nurses	5.8	93.2	99.4	*
Teachers	5.8	90.6	97.1	2.9
Draftspersons and technicians	45.1	40.1	87.1	12.9
Other professionals	34.4	38.6	76.5	23.5
Administrative, executive and managerial employees	*	*	*	*
Clerical employees	40.3	45.8	*	9.9
Sales employees	15.2	62.7	80.5	19.5
Farmers, fisherpersons and related employees	29.0	64.4	94.5	5.5
Miners, quarry and related employees	58.3	27.7	88.3	11.7
Employees in transport and communications	51.1	39.5	93.8	*
Tradespersons, production-process employees and labourers n.e.c.	55.8	37.4	94.8	5.2
Textiles, clothing, footwear and leather goods makers and related employees	65.3	30.9	97.1	*
Machine tool makers, metal machinists, mechanics, plumbers and related metal employees	65.9	26.7	94.0	6.0
Electricians and related electrical and electronics employees	71.9	24.6	97.3	*
Metal making and related employees	73.4	22.5	96.4	3.6
Carpenters, cabinetmakers and related workers, building n.e.c. tradespersons and construction employees	44.1	44.5	90.3	9.7
Packers, wrappers, labellers, storemen and freight handlers	41.8	51.8	95.6	*
Labourers, apprentices, factory employees n.e.c.	44.0	48.1	95.2	*
Service, sport and recreation employees	18.8	75.7	95.4	*
Other	91.8	—	95.4	—
All occupations	40.5	49.4	92.1	7.9

(a) See paragraph 29 of Explanatory Notes. (b) Includes a small number of employees covered by unregistered collective agreements.

TABLE 7. INCIDENCE OF AWARDS : PART-TIME NON-MANAGERIAL EMPLOYEES
SELECTED INDUSTRIES, AUSTRALIA, MAY 1985

	Covered by awards, determinations and collective agreements			Not covered by awards etc.
Industry	Federal	State	Total(a)	
	—per cent—			
MALES				
Manufacturing	29.9	51.8	86.1	13.9
Food, beverages and tobacco	24.8	70.2	95.0	5.0
Construction	22.1	17.5	46.6	53.4
Wholesale trade	12.1	38.7	53.8	46.2
Retail trade	21.9	68.3	90.3	9.7
Transport and storage	40.1	32.6	76.9	23.1
Finance, property and business services	11.3	76.2	88.8	11.2
Community services	13.0	54.7	72.9	27.1
Recreation, personal and other services	34.3	50.8	86.0	14.0
All Industries	23.3	56.3	82.0	18.0
FEMALES				
Manufacturing	25.2	56.0	82.9	17.1
Food, beverages and tobacco	9.2	79.1	88.6	11.4
Textiles, clothing and footwear	48.7	35.7	84.4	15.6
Paper, paper products etc.	48.3	35.0	89.4	10.6
Total metal products	29.7	46.6	78.0	22.0
Construction	7.8	41.6	49.3	50.7
Wholesale trade	5.7	61.7	72.6	27.4
Retail trade	5.3	83.2	88.9	11.1
Transport and storage	18.1	38.0	57.5	42.5
Finance, property and business services	18.6	57.0	83.2	16.8
Public administration and defence	61.7	29.2	93.1	6.9
Community services	4.6	78.5	85.4	14.6
Recreation, personal and other services	28.2	56.1	84.5	15.5
All Industries	13.6	68.8	84.6	15.4
PERSONS				
Manufacturing	26.6	54.8	83.8	16.2
Food, beverages and tobacco	14.0	76.4	90.6	9.4
Textiles, clothing and footwear	48.3	35.2	83.5	16.5
Paper, paper products etc.	36.3	43.3	89.3	10.7
Total metal products	33.1	38.6	73.3	26.7
Construction	12.5	33.6	48.4	51.6
Wholesale trade	7.8	54.2	66.4	33.6
Retail trade	9.4	79.5	89.2	10.8
Transport and storage	31.6	34.7	69.4	30.6
Communication	99.2	0.1	99.3	0.7
Finance, property and business services	16.7	62.0	84.6	15.4
Public administration and defence	59.0	29.2	91.9	8.1
Community services	5.9	75.0	83.6	16.4
Recreation, personal and other services	30.0	54.5	85.0	15.0
All Industries	15.9	65.8	84.0	16.0

(a) Includes a small number of employees covered by unregistered collective agreements.

TABLE 8. INCIDENCE OF AWARDS : ALL EMPLOYEES PRIVATE SECTOR, EMPLOYER UNIT SIZE, MAY 1985

Number of Employees	Covered by awards, determinations and collective agreements			Not covered by awards etc.
	Federal	State —per cent—	Total(a)	
MALES				
Under 20	24.9	33.0	61.5	38.5
20-49	38.6	37.3	78.7	21.3
50-99	41.1	36.0	78.6	21.4
100-499	44.4	33.7	81.0	19.0
500-999	46.3	35.5	83.7	16.3
1000 and over	45.9	37.5	86.3	13.7
All employees	37.7	35.0	75.6	24.4
FEMALES				
Under 20	8.4	59.1	70.0	30.0
20-49	18.3	66.4	86.7	13.3
50-99	20.6	68.0	89.2	10.8
100-499	24.5	65.5	90.9	9.1
500-999	31.8	60.4	93.0	7.0
1000 and over	28.2	62.6	92.5	7.5
All employees	18.5	62.6	82.8	17.2
PERSONS				
Under 20	17.2	45.2	65.5	34.5
20-49	30.3	49.2	82.0	18.0
50-99	32.0	50.2	83.3	16.7
100-499	37.5	44.8	84.5	15.5
500-999	41.1	44.4	87.0	13.0
1000 and over	38.2	48.4	89.0	11.0
All employees	29.2	46.6	78.7	21.3

(a) Includes a small number of employees covered by unregistered collective agreements.

APPENDIX A

TECHNICAL NOTE

1. Since the estimates in this publication are based on information obtained from a sample they are subject to sampling variability: that is they may differ from the estimates that would have been produced if all employees had been included in the survey. The extent of the detail published has been determined after considering estimated measures of sampling variability.

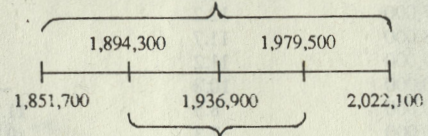
2. One measure of the sampling variability is given by the *standard error*, which indicates the extent to which an estimate may have varied by chance because only a sample of employees was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the estimate that would have been obtained had all employees been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. Another measure of the sampling variability is given by the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. Both measures are used in the following discussion of the reliability of the estimates. Generally, estimates with a relative standard error of greater than 25 per cent have not been included in the tables in this publication.

4. Space does not allow for the separate indication of the standard errors of all estimates in this publication. A table of standard errors for general application is given in Table A on the following page.

5. An example of the calculation and the use of relative standard errors in relation to estimates of persons is as follows: Table 1 shows the estimated number of male employees in the private sector in Australia as 1,936,900. Since this estimate is between 1,000,000 and 2,000,000 the relative standard error is 2.2 per cent (or approximately 42,600). This means that there are about two chances in three that a complete enumeration would have given an estimate within the range 1,894,300 to 1,979,500 and about nineteen chances in twenty that it would be between 1,851,700 and 2,022,100. This example is illustrated in the following diagram.

19 chances in 20 that the value from a complete enumeration will be in this range



2 chances in 3 that value obtained from a complete enumeration will be in this range

6. As can be seen from the standard error table, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication, estimates less than the lowest levels shown in the standard error table have generally not been published. Although estimates for these small components can in some cases be derived by subtraction, they should not be regarded as reliable.

7. Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. The formula for the relative standard error (RSE) of a proportion is given below:

$$RSE (x/y) = \sqrt{[RSE (x)]^2 + [RSE (y)]^2}$$

8. Considering the example from paragraph 5 above, of the 1,936,900 employees in the private sector, 37.7 per cent (730,200) were covered by Federal awards, etc. The relative standard error on 730,200 is 2.5 per cent and the relative standard error on 1,936,900 is 2.2 per cent. Applying the above formula, the relative standard error of the proportion is $[(2.5)^2 + (2.2)^2]^{1/2}$ or 3.3 per cent giving a standard error for the proportion (37.7 per cent) of 0.5 percentage points. Therefore, there are about two chances in three that the proportion of males in the private sector who were covered by Federal awards, etc. was between 37.2 per cent and 38.2 per cent and nineteen chances in twenty that the proportion was within the range 36.7 per cent to 38.7 per cent i.e. two standard errors.

TABLE A. ESTIMATED RELATIVE STANDARD ERRORS OF NUMBER OF EMPLOYEES

[illegible]

APPENDIX B

MAJOR AWARDS - AUSTRALIA, MAY 1985 (a).

<i>Jurisdiction</i>	<i>Name of Award, Determination, of Collective Agreement</i>	<i>No. of Employees Covered</i>
AUST.	Metal Industry Award(b)	221,800
N.S.W.	Clerks (State) Award	116,600
N.S.W.	Shop Employees (State) Award	84,500
VIC.	Commercial Clerks Award	80,700
AUST.	Bank Officials (Federal) Award	75,500
AUST.	Vehicle Industry - Repair, Service and Retail Award	70,500
QLD	Clerks and Switchboard Attendants (State) Award	50,300
AUST.	Determination 10 of 1929 (Assistants, Accounting Machinists, Typists, etc.)	44,600
N.S.W.	Crown Employees (Teachers - Education Teaching Service) Award	44,200
VIC.	Public Service Board Second Schedule Part - A	43,000
VIC.	Hospital and Benevolent Homes Award	37,900
AUST.	Administrative and Clerical Officers (Conditions of Service)	35,800
QLD	Public Service Award (State)	34,500
QLD	Mechanical Engineering Award (State)	29,300
N.S.W.	Public Hospital Nurses (State) Award	29,100
AUST.	Administrative Clerical Officer (Australian Public Service) Salaries Award	30,900
AUST.	Insurance Officers (Clerical and Indoor Staff) Consolidated Award	29,900
AUST.	Hotels and Retail Liquor Industry Award	29,300
VIC.	General Shops Award	27,900
S.A.	Clerks (South Australia) Award	26,400
QLD	Railway Award (State)	25,900
W.A.	Shop and Warehouse (Wholesale and Retail Establishments) Award	25,600
QLD	Teachers Award (State)	24,300
AUST.	Transport Workers Award	24,000
VIC.	Registered Nurses Award	23,900
N.S.W.	Club Employees (State) Award	23,600
VIC.	Teaching Service - Primary Schools Division (Classification - Salaries and Allowances)	23,400
AUST.	Graphic Arts Award	21,800
QLD	Regulation Determination Shop Assistants (General) Southern Division	21,600
N.S.W.	Crown Employees (Administrative and Clerical Officers Salaries) Award	21,300
AUST.	Textile Industry Award	20,400
AUST.	Local Governing Authorities Employees (Victoria) Award	20,200
VIC.	Clothing Trades Award	20,100
S.A.	Teachers Salaries Board Award	20,000
VIC.	Food Shops Award	19,900
VIC.	Hotel, Restaurants, and Boarding Houses Award	19,800
S.A.	Shop Conciliation Committee Award	19,800
N.S.W.	Municipal and Shire Council Wages Staff Award	18,300
AUST.	Clothing Trades Award	18,300
N.S.W.	Hospital Employees (State) Award	17,800
VIC.	Teaching Service - Secondary Schools Division (Classification - Salaries and Allowances)	17,600
AUST.	Rubber, Plastic, and Cable Making Industry Consolidated Award	17,500
AUST.	Timber Industry Award	16,900
AUST.	Academic Salaries Tribunal	16,900
VIC.	Cleaners Award	16,100
N.S.W.	Teachers (Non-Government Schools) State Award	16,000
N.S.W.	Transport Industry (State) Award	14,900
AUST.	National Building Trades Consolidated Award	14,300
AUST.	Engineering (Oil Companies) Award	13,800
AUST.	Motels Award	13,300
VIC.	Clothing - Footwear Shops Award	13,000
N.S.W.	Cleaning Contractors (State) Award	12,900
AUST.	Railways Traffic, Permanent Way, and Signalling Wages Staff Award	12,900
W.A.	Metal Trades (General) Award	12,800
TAS.	Retail Trades Award	12,600
AUST.	Liquor and Allied Industries Accommodation, Catering Food Services, Drink Cafeteria and Canteens Award	12,600
N.S.W.	Local Government Salaried Officers Award	12,300
AUST.	Determination 35 of 1942 (Clerks) (F.C.U.)	12,000
VIC.	Storemen, Packers, and Sorters Award	11,600
N.S.W.	Crown Employees (Teachers, Technical and Further Education Teaching Service) Award	11,500
AUST.	Furnishing Trades Award	11,500
W.A.	Clerks (Wholesale and Retail Establishments) Award	10,600
S.A.	Hotels, Clubs, etc. Award	10,400
VIC.	Law Clerks Award	10,400
S.A.	Nurses (South Australia) Award	10,300
N.S.W.	Crown Employees (Non-Commissioned Police Officers) Award	10,300
QLD	Hospital Nurses Award (State)	10,100
N.S.W.	Private Hospital Nurses (State) Award	10,000

(a) Major awards, etc. are those which effect the pay and conditions of 10,000 or more employees in the survey pay-period. Due to sampling variability the estimates shown should be regarded as broad approximations only. The estimates shown have been rounded to the nearest hundred. (b) Includes the Metal Trades Award.

NOTE. In addition to the major awards shown in this appendix there are 11 major awards, etc. each of which relate to one employer. These major awards affected 150,500 employees.